



# Inviting Disaster



The Postal Service has recently announced a number of impacts across Local 308 and across the nation for that matter, as they catapult headlong into their Function 1 driven fiasco. I have yet to meet the postal employee with two brain cells to rub together that thinks this is a good idea. But yet this is where we are headed... right into a crippling reduction in workforce, that will achieve nothing beyond extraordinary rates of overtime and a standard of service designed to keep the mail away from our customers for as long as possible. Our National leadership has met with their USPS counterparts on numerous occasions in an attempt to understand the madness the Post Master General now pursues. Of course, the reality of the mail processing work place seems to be lost on the "best and the brightest" in postal headquarters. Nationally we have filed an unfair labor practice charge, as the employer has failed to provide the Union with relevant information regarding the fatally flawed Function 1 process.

There isn't a mail handler in this Local that doesn't see the foolishness of the proposed staffing cuts and the impact it will have on our collective ability to process and deliver the mail. In most facilities, we are currently understaffed and increasingly tasked with doing more with less and yet their answer is to cut more jobs. I mean, give me a @%\$#&! break!

Ok let's take a deep breath... we've suffered through some pretty stupid ideas in the past, but I think we can all agree that this whole Function 1 Scheduler debacle tops them all.

There is really no point in dressing up this pending disaster; the employer is proposing significant impacts to mail handlers and have identified a reduction in bargaining unit mail handlers of more than 200, over the four impacted installations. Our Sisters and Brothers in the Trenton

P&DC, South Jersey P&DC, Philadelphia P&DC, and the Philadelphia NDC have all been targeted. Without logic, or the appearance of purpose, the employer proposes to excess career mail handlers and separate mail handler assistants down to the absurd staffing levels derived from the Function 1 Scheduler.

The contract requires that any impact should minimize dislocation and inconvenience to career mail handlers and in terms of the affected mail handler assistants, the Agreement does permit separation for "lack of work". However, it is the position of this Local that with the sustained work hours that currently exist, any attempt to excess or separate mail handlers would violate the contract. The reason is simple: we are not overstaffed and there isn't a lack of work, just the opposite, an abundance of it.

We have requested the contractually required Regional Meeting with the Postal Service in order to uncover some additional details and discuss ways we can minimize the impact to the bargaining unit. Further, the employer has yet to identify landing spots, should involuntary reassignment occur. This is not a minor detail, but a contractual requirement. We suspect that an answer is not yet available.

You should all know that we will be taking no prisoners in our efforts to prevent the employer's act of lunacy and the impact to those we represent. As additional information becomes available it will be shared, however in the interim if you have any questions or concerns, please do not hesitate to contact any Union representative or this office directly.

In Union Solidarity.

*John Gibson*

HEALTH BENEFITS

OPEN SEASON

November 13-December 11

## Meetings & Events

Scranton Branch Meeting  
December 2, 2017 2:00PM

South Jersey Branch Meeting  
December 4, 2017 1:00PM

Philadelphia P&DC Branch Meeting  
December 6, 2017 1:30PM

Trenton Branch Meeting  
December 9, 2017 1:00PM

Lehigh Valley Branch Meeting  
December 12, 2017 10:00AM

Philadelphia NDC Branch Meeting  
December 14, 2017 TBD

DINNER DANCE  
January 27, 2018

## Steward's Training

Providing the tools to those who defend the rights of mail handlers on a day to day basis on the workroom floor is critical to challenging the wicked and wayward in management. Recently, Local 308 conducted educational workshops On October 12th and November 16th covering the Family and Medical Leave Act and Defending against Discipline respectively. We again thank those representatives who attended these important seminars and for their continued commitment to protecting the rights of mail handlers across this Great Local.



For Event Details go to [npmhu308.org](http://npmhu308.org)

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*NPMHU, Local 308  
President's Report  
Oct. - Nov. 2017*